



**COMMANDING OFFICER
H&HS IWAKUNI
EQUAL OPPORTUNITY
POLICY STATEMENT**



All Marines, Sailors and civilians of Headquarters and Headquarters Squadron will have a work environment in which they may achieve their full potential based solely on individual merit and ability. Discrimination or harassment is unacceptable and will not be tolerated. I charge each of you to treat others as you would have them treat you: with dignity and respect.

Discrimination is defined as "an act, policy, or procedure that arbitrarily denies equal opportunity because of race, age, color, gender, religion, or national origin to any individual or group of individuals." Acts of discrimination also include Marines, Sailors, and civilians condoning, ignoring, or failing to take corrective action when confronted with such a situation on or off duty.

Sexual harassment is defined as a "form of discrimination that involves unwelcomed sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature that when submission or rejection of such conduct by a person is used as a basis for assignment, promotion, education, reenlistment, separation, and retirement decisions adversely affecting that person."

Discrimination or sexual harassment contradicts the Marine Corps' ethos, violates the prestigious position of the Corps with the American public, and tarnishes the Marine Corps' proud legacy.

Let me be absolutely clear, neither discrimination nor harassment in any form, reprisals or false accusations, will be tolerated in this command.

Anyone believing he or she has been discriminated against or sexually harassed, or anyone who observes such conduct, shall report it immediately to the chain of command or our Equal Opportunity Representative MSgt Maria E. Florentino. The preferred method to file a formal complaint is to Request Mast. Each and every allegation will be investigated thoroughly and expeditiously.

**Frederick L. Lewis, Jr.
Major, USMC
Commanding**